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ABSTRACT

The report explores the positive and negative aspects of the employment of minority group citizens (primarily Negroes and American Indians) in North Carolina State Government. It is based upon a 1971 questionnaire survey of State Agency Directors by members of the Commission staff. The first part of the report is a statistical survey of the number and places of minority citizens employed in State Government. Factors such as occupational and salary level, distribution by sex, and degree of segregation are treated. It was learned that the numerical increase of minority group employees has not kept pace with the overall increase in State Government employment. Vast areas of employment in State Government are still closed to minority groups beyond the token level. The second part is comprised of appendixes of supporting statistics and the questionnaire. (AG)

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MINORITY EMPLOYMENT IN STATE GOVERNMENT

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P. O. Box 12525, Raleigh, N. C. (919) 829-3354

April, 1972

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MINORITY EMPLOYMENT IN STATE GOVERNMENT

1971

Compiled and Prepared by

THE NORTH CAROLINA HUMAN RELATIONS COMMISSION

formerly

The North Carolina Good Neighbor Council

Hon. Brooks Hays, Chairman

Dr. Theodore Speigner, Vice-chairman

Fred L. Cooper, Executive Director

Raleigh, North Carolina

April, 1972

TABLE OF CONTENTS

Letter of Transmittal		ii
Introduction		1
I.	Methods of Survey	4
II.	Results of the Survey	8
	A. General Picture	8
	B. Black Employees in Predominantly Black Institutions	20
	C. Exclusion of Minority Employees	22
	D. Location of Minority Employees	24
	E. Temporary or Part-time Minority Employees	25
	F. Sex of Minority Employees	25
	G. Occupational Level of Minority Employees	26
	H. Salaries of Minority Employees	30
III.	Agency Responses to Interpretative Questions	32
IV.	Summary	33
V.	Conclusion	34
VI.	Recommendations	36
Appendix		37
	Total State Employment by Occupational Category and Function	38
	Minority Employees by Agency and by Level of Occupation	44
	Questionnaire on Employment Practices of State Government	54

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The Honorable Robert W. Scott
Governor of North Carolina
State Capitol
Raleigh, North Carolina 27602

Dear Governor Scott:

The North Carolina Human Relations Commission is pleased to forward to you this report and recommendations entitled, "Minority Employment in State Government."

At this time, we would like to express our gratitude and deep appreciation for your cooperation and leadership in working with the desires of the Commission.

It is with pleasure that we inform you that we have received 100 percent cooperation of all State Agencies in compiling this report.

The accompanying report will point out the numerical status of minority employment in State Government and we would appreciate your continued support in helping to solve inequities.

This study is conducted pursuant to G.S. 143-147 mandating this Commission, "to study problems in the area of human relations", and "to encourage the employment of qualified people without regard to race." This is the fourth survey of equal opportunity employment undertaken by this agency since 1964.

In comparing this with previous reports, we find that clear trends emerge as to the progress or lack thereof in State equal opportunity employment.

While this report shows an increase in the percentages of minorities in higher positions of responsibility; it is important to note that it shows only minimal advancement in percentages of minority employment.

Minorities continue to occupy a major portion of those positions generally considered "traditional" for minority employees, and which have always been open to them. In the non-traditional areas of semi-professional, managerial, and clerical work, minorities represent a growing percentage of workers.

While there have been encouraging trends, our basic conclusion is that non-discriminatory hiring has fallen short of its promise.

Accordingly, our report to you contains several recommendations for action at various levels of government to the end that there be more progress toward at least parity employment in North Carolina State Government.

Respectfully submitted,

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INTRODUCTION

Since its creation in January, 1963, the North Carolina Human Relations Commission (formerly the North Carolina Good Neighbor Council) has been actively concerned with the employment practices of State Government Agencies. This Commission, upon its establishment by Governor Terry Sanford, was mandated, among other duties, to encourage the employment of qualified persons irrespective of race. While there have been many structural and programmatic changes since 1963, the goal of equal opportunity employment has always remained as a priority with this agency.

The Commission has recognized that our principal task immediately at hand is to encourage North Carolina State Government to take the lead in equal employment opportunity in order to provide the proper example for the thousands of other public and private employers in the State. Since the State currently employs more than 61,000 individuals on a regular basis, it represents the largest single source of employment in North Carolina. The promotion of government equal employment practices by this Commission, therefore, is of considerable importance to all citizens of this State.

The North Carolina Human Relations Commission has dealt with discrimination in State hiring for more than eight years. We have attacked the problem along two fronts. As one focus of activity, the Commission staff has sought out, interviewed and referred hundreds of black and Indian North Carolinians to virtually every State agency. As another focus, we have collected considerable information on agency policies and

performance as equal opportunity employers. Where we have discovered deficiencies in agency policies, we have urged that they be corrected.

This report explores the positive and negative aspects of the employment of "minority group citizens" in North Carolina State Government. It is based upon a 1971 survey of State Agency Directors by members of the Commission staff. (See "Questionnaire", Appendix C, p. 54 ff.) Frequent comparisons are made to earlier reports conducted in 1964, 1966, and 1968. The first part of the report is a statistical survey of the numbers and places of minority citizens employed in State Government. Statistics obviously have limitations when they are related to persons. The most significant limitation of statistics is that they tend to be inherently dehumanizing when a number or a table of figures represents a person or a group in a statistical survey. However, when one considers the data presented in this and the three preceding reports covering a seven-year span, a broad picture of minority employment emerges. The number of minority persons employed is important in itself; but other factors such as occupational and salary level, distribution by sex, and degree of segregation are equally relevant and are treated in this study.

It is important to define the term "minority citizen" at this point of the report. By "minority citizen" this report refers to a member of a racial minority group other than "white" or "Caucasian".

North Carolina has two minority groups which are statistically significant to this report. The largest minority group is composed of persons who identify themselves as Negroes, Blacks, or Afro-Americans. (These terms are used interchangeably in this report.) Negroes number 1,137,664 persons, or 22.4% of North Carolina's people according to preliminary 1970 census figures. The second largest and statistically significant minority group in North Carolina are persons who identify themselves as "American Indians" or "Indian". These descendants of the original Americans number 43,487 of the State's population. It is especially significant that North Carolina has the fifth (5th) largest Indian population of the fifty states; and the Lumbee Indians, who are by far the largest of North Carolina's Indian groups, is the second (2nd) largest group of American Indians in the entire nation! The identifiable Indian groups in the State at this time are: Lumbee, Cherokee, Haliwa, Waccamaw Siouan, and Coharie.

Other racial minority groups in the State total 9,498 persons, less than two tenths of one percent (00.19). These persons are Japanese, Chinese, Filipino, "Asian Indians", Koreans, Pakistanis, and natives or descendants of other Asian, African, or Latin American countries who identify themselves as non-white, but do not identify themselves as Negro or American Indian.

State Agency Directors and Department Heads are to be especially commended for the cooperation indicated in a 100% return on the statistical information requested. It should be noted that 67 agency or department heads answered the

interpretative questions under Question 2., page 3, of the "Questionnaire".

This report differs significantly from those preceding it. The Commission feels that the trends in equal opportunity employment for agencies specifically and State Government as a whole are unmistakable. Therefore, the North Carolina Human Relations Commission in submitting this report offers for the first time a series of recommendations, which in its considered judgment can help make equal opportunity and parity in minority employment a reality in North Carolina State Government.

MINORITY EMPLOYMENT IN STATE GOVERNMENT

I. METHODS OF SURVEY

The 1971 survey was conducted by the distribution of a multi-paged questionnaire sent to the directors of the 107 independent State agencies. The questionnaire itself was similar to the ones used in 1964, 1966, and 1968. Again, as previously, the Commission can report a 100% response rate with 106 agencies returning a completed questionnaire and one agency submitting usable information on an EEO-1 form.

Among the queries posed, one asked for a specific breakdown of the positions held by minority persons in the agency, sex of each minority employee, the total number of minority employees in each job position, and the number of such employees in the position who were located in institutions, agencies or offices composed predominantly of minority persons[1].

Soon after the questionnaires were distributed, the State Personnel Department and the Data Processing Division of the Department of Administration assisted the Commission in compiling a breakdown of the total employment (white and minority persons combined) by position within each agency.

The questionnaires, once returned with the details of minority employment by agency and position, were correlated with the total employment lists mentioned above.

Confronted with a mass of statistics, the Commission decided to categorize the different classified positions within the State Government by occupational level, which would allow the correlation of figures on the job levels held by the State's

---

[1] The questionnaire actually used the rough categories of "white" and "non-white."

minority citizens. With the guidance of the Employment Security Commission and the State Personnel Department, the Commission used a nationally recognized publication, the Dictionary of Occupational Titles, as a basis for placing more than 1,500 different positions into twelve different occupational categories. Since a number of State employees have positions which are either non-classified or uncertain classification, two categories not found in the Dictionary were added to the twelve. A list of the fourteen categories and representative positions within them follows below:

(1) Professional occupations -- Accountant, Chemist, Engineer, Librarian, Pharmacist, Social Worker with special training, Nurses, Dietitians, and other specialists requiring professional training.

(2) Semi-Professional occupations -- Draftsmen, Laboratory Technicians, Surveyors, Research Assistants, and Forest Rangers.

(3) Managerial and Supervisory occupations -- Most classified high level supervisors, administrators, and directors.

(4) Clerical and kindred occupations -- Stenographer, Typist, Clerks, Clerk Messenger, Key Punch Operator, and Bookkeeper.

(5) Domestic Service occupations -- Cottage Parents, Housekeeping Personnel, Home Service Workers, and others similarly situated.

(6) Personal Service occupations -- Hospital Attendant, Orderly, and Kitchen Worker.

(7) Protective Service occupations -- Prison Guard, Fireman, Wildlife Protector, State Bureau of Investigation Officer, and Parole Officer.

(8) Building Service occupations -- Janitor, Maid, Janitorial Foreman, and Porter.

(9) Agricultural, Fishery, and Forest occupations -- Farm Foreman, Farm Superintendent, Farm Worker, Fish Hatchery Assistant, Forest Nurseryman, and Forester.

(10) Skilled occupations -- Mechanic, Repairman, Baker, Carpenter, Electrician, Ferry Quartermaster, Heavy Equipment Operator, Painter, and Plumber.

(11) Semi-Skilled occupations -- Boiler Room Fireman, Farm Equipment Operator, Ferryman, Truck Driver, Machine Operator, Roofer, Seamstress, and Meat Cutter.

(12) Unskilled occupations -- Laborer, Laundry Worker and Packer-Shipper.

(13) Unclassified -- Included in this category are employees who are exempt from the State Personnel Act. Most of these are college faculty members or agency directors.

(14) Uncertain classification -- For the purposes of this survey, those minority persons who were listed by agencies in positions which were not certified for that agency by the State Personnel Department were classified in this category.

After categorizing the positions by occupational level, the Commission divided the agencies themselves into twelve different groups on the basis of the service which they provide. The latest legislative budget was used as a guide for this procedure. The twelve groups are (a) General Government, (b) Public Safety and Regulation, (c) Correction and Training, (d) Dept. of Social Services, (e) Education, (f) Highways, (g) Non-Highway Transportation

(h) Health and Hospitals, (i) Natural Resources, (j) Agriculture, (k) Employment Security Commission, and (l) Retirement and Pensions. This grouping of agencies enabled the Commission to discover significant concentrations of minority employment. A list of the agencies within each of these groups can be found within the body of this report.

II. RESULTS OF THE SURVEY

A. The General Picture

Information obtained from the records of the State Personnel Department shows that as of February 1, 1971, the State of North Carolina employed a total of 58,022 persons of whom 9,988 (17.2%) were persons from minority groups. The Commission's 1968 survey revealed a total employment in State Government of 49,296 of whom 8,423 (17.1%) were minority persons. The 1966 survey found 6,754 (15.6%) minority employees, while in 1964 the figure was 6,429 (15.7%).

While there has been a numerical increase of 1,565 employees from minority groups over the last three years, this increase has not been sufficient to keep pace with the overall increase (8,726) in State Government employment. The percentage which minority employees represent of all State employees, therefore, has increased 0.1% since 1968.

The trend in State Government hiring is erratic: between 1964 and 1966 minority persons represented only 12.9% of all newly hired individuals yet between 1966 and 1968 that rate more than doubled to 28.7%. Since 1968, however, that rate has fallen sharply to 16.6% of new hires. These widely fluctuating rates account in part for the increases and declines in the overall percentage of minority employees in State Government. Only when the employment rate of minority persons exceeds the percentage they represent of all State employees will the overall percentage of minority employees increase. So far this condition has existed only

between 1966 and 1968. At all other times covered by these surveys, the percentage of minority persons employed by the State of North Carolina has been falling. This Commission believes, therefore that there is a need for strong, immediate, and continuing action on the part of all State officials to prevent further deterioration of the position minority group persons hold in State employment.

As found in the three previous surveys, the distribution of the 9,988 minority employees in the twelve agency areas cited above continued to be highly uneven. Over 77% (80% in 1968 and 1966) of the total minority employment was concentrated in the areas of Education, Health Agencies, and Hospitals, which employed 4,619 and 3,048 minority citizens respectively. The third largest area continued to be Corrections and Training where 811 persons from minority groups found employment. All other agency areas employed less than 500 minority persons each, with four areas -- Public Safety, Social Services, Natural Resources, and Retirement and Pensions -- employing less than 100 each.

In terms of the relative concentration of minority employees among the twelve agency areas, we find almost no difference over our preceding surveys. The small Non-Highway Transportation area had the highest concentration of minority employment with 31.2%. The huge Education, Health, and Hospital agency areas continued to register the next highest concentrations. Some 29.3% of the employees in the Health and Hospitals area were persons from minority groups (compared to 29.2% in 1968), while 23.3% of the employees in Education were minority persons (25.4% in 1968).

Public Safety, Highways, and Natural Resources remained overwhelmingly white with less than 4.0% minority employment apiece. The three agencies comprising the Retirement and Pensions group remained all-white, as they have been since this Commission's first survey in 1964. These latter four agency groups accounted for over 26% of the total employment in State Government; they are 96.5% white.

Minority employment for all agency areas has been tabulated as follows:

Table # 1

EMPLOYEES BY FUNCTION OF STATE GOVERNMENT - 1971

	Total	Minority Persons	Minority % of Total	Minorities in Predominantly Min. Facilities
General Gov't.	2,447	302	12.3%	206
Public Safety & Regulation	3,225	83	2.6%	
Correction & Training	4,335	811	18.7%	263
Social Services	931	59	6.3%	
Education	19,800	4,619	23.3%	2,425
Highways	11,604	469	4.0%	
Non-Highways	372	116	31.2%	
Health & Hospitals	10,416	3,048	29.3%	1,500
Natural Resources & Recreation	1,300	26	2.0%	6
Agriculture	1,602	297	18.5%	
Employment Sec.	1,884	158	8.4%	
Retirement & Pensions	106		0.0%	
Total	58,022	9,988	17.2%	4,400

A greater appreciation of all these figures may be had by noting the minority percentage of employment in all agency groups excluding Education and Health Agencies and Hospitals. In this case, the minority employment in the ten remaining agency areas was only 2,321 out of 27,806 persons or 8.4% (some improvement over the 6.9% found in 1968 and 4.9% in 1966).

Table # 2 further details our findings by indicating the employment figures by individual State agencies within each broad agency area. The information contained in this Table compares employment patterns within each agency in 1971, 1968, 1966, and 1964. Of immediate interest is the fact that over half the State agencies (64 of 107) have shown no improvement or have declined in their percentage of minority persons employed over the last three years.

These Tables clearly indicate that vast areas of employment in State Government have been - and apparently still are - closed to minority group North Carolinians beyond the token level.

Table # 2: Minority Employees and Minority Percentages of Total Employees

	1971			1968		
	Total	Min.Emp.	Min. %	Total	Min.Emp.	Min. %
1. General Government	2,447	302	12.3%	1,772	222	12.5%
Dept. of Administration	765	222	29.0%	560	195	34.8%
Administrative Office of the Courts		Abolished		19		
Assessments Board	7			4		
Attorney General	95	1	1.1%	42		
Auditor, Dept. of State	83	2	2.4%	52	1	1.9%
Elections, Board of	3			4		
General Court of Justice	1			1		
Governor's Office	24	2	8.3%	21	3	14.3%
Investigation, Bureau of	145	1	0.7%	65		
Lt. Governor's Office	2			1		
Local Affairs Dept.	196	33	16,8%	11		
Personnel Department*	82	10	12.2%	54	4	7.4%
Revenue, Dept. of	930	24	2.6%	837	13	1.6%
State, Department of	21	2	9.5%	23	2	8.7%
Supreme Court	35	3	8.6%	35	3	8.6%
Tax Research, Dept. of	18			13		
Tax Review Board		Abolished		1		
Treasurer, State	41	2	4.9%	29	1	3.4%
2. Public Safety & Regulation	3,325	83	2.6%	2,860	47	1.6%
Adjutant General**	47	2	4.3%	42	3	7.1%
Alcoholic Control, Bd. of	91	10	11.0%	88	10	11.4%
Banking Commission	34	1	2.9%	33	1	3.0%
Barber Examiners, Bd. of	6	2	33.3%	9	2	22.2%
Burial Assn. Commission	6	1	16.7%	7	1	14.3%
Civil Air Patrol	1			1		
Civil Defense Agency	45			39		
Cosmetic Art Board	6	1	16.7%	14	1	7.1%
Governor's Highway Safety Commission	14			6		
Industrial Commission	52	1	1.9%	54	1	1.9%
Insurance Department	105	1	1.0%	96	1	1.0%
Labor, Dept. of	114	1	0.9%	101	1	1.0%
Motor Vehicles, Dept. of	2,637	62	2.4%	2,310	24	1.0%
Utilities Commission	67	1	1.5%	60	2	3.3%

Table # 2

1966 Total	1966 Min. Emp.	1966 Min. %	1964 Total	1964 Min. Emp.	1964 Min. %	Change in Min. % 1964-1971
1,593	174	10.9%	1,462	108	7.4%	+ 5.0%
452	157	34.7%	344	89	25.9%	+ 8.1%
8						
32			30			+ 1.0%
46	1	2.2%	40	5	12.5%	-10.1%
3			3			
1						
18	1	5.6%	18	1	5.6%	+ 8.2%
57			53			+ 0.7%
1						
10			13			+15.4%
54			48			+12.2%
816	8	1.0%	820	6	0.7%	+ 1.9%
19	2	10.5%	18	2	11.1%	- 3.7%
35	4	11.4%	35	4	11.4%	- 2.8%
14			13			
1			1			
26	1	3.8%	26	1	3.8%	+ 0.6%
2,570	30	1.2%	2,404	24	1.0%	+ 1.5%
40	2	5.0%	40	1	2.5%	+ 1.6%
75	8	10.7%	59	10	16.9%	- 6.3%
28	1	3.6%	30	1	3.3%	- 0.5%
8	1	12.5%	7			+22.2%
6			5			+14.3%
42			46			
15	1	6.7%	14	1	7.1%	- 1.8%
50	1	2.0%	51	1	2.0%	- 0.3%
95	1	1.1%	91	1	1.1%	- 0.3%
98	1	1.0%	102	1	1.0%	- 0.1%
2,053	13	0.6%	1,899	7	0.4%	+ 1.9%
60	1	1.7%	60	1	1.7%	- 0.4%

Table # 2 (continued)

	1971			1968		
	Total	Min.Emp.	Min. %	Total	Min.Emp.	Min. %
3. Correction & Training	4,335	811	18.7%	3,582	526	14.7%
Corrections Department	3,102	408	13.2%	2,590	211	8.1%
Juvenile Correction, Bd. of	803	365	45.5%	635	294	46.3%
Paroles, Board of	128	13	10.2%	100	5	5.0%
Probation Commission	302	25	8.3%	257	16	6.2%
4. Social Services	931	59	6.3%	693	42	6.1%
Blind, Commission for the	265	32	12.1%	210	31	14.8%
Confederate Women's Home	14	8	57.1%	15	7	46.7%
Governor's Handicapped Comm.	2			2		
Veteran's Commission	76			68		
Dept. of Social Services	574	19	3.3%	398	4	1.0%
5. Education	19,800	4,619	23.3%	16,197	4,118	25.4%
A & T University	775	713	92.0%	621	577	92.9%
American Revolution Bicentennial Comm.	4					
Appalachian St. Univ.	1,182	13	1.1%	675		
Archives & History	163	9	5.5%	143	8	5.6%
East Carolina Univ.	1,374	278	20.2%	1,175	262	22.3%
Eastern N. C. Sch. for Deaf	169	32	18.9%	69	17	24.6%
Education, Bd. of***	1,529	125	8.2%	1,177	61	5.2%
Elizabeth City State Univ.	239	200	83.7%	168	151	89.9%
Fayetteville State Univ.	221	196	88.7%	160	132	82.5%
Governor Morehead Sch.	234	129	55.1%	260	173	66.5%
Governor's Study Comm. on Public Schools	Abolished			13		
Higher Ed. Facilities Comm.	11	3	27.3%	8	2	25.0%
Higher Ed. State Board of	25	1	4.0%	16		
Library, State	88	12	13.6%	69	7	10.1%
Museum of Art	38			28		
N. C. Central Univ.	671	556	82.9%	446	409	91.7%
N. C. School of Arts	211	23	10.9%	110	9	8.2%
N. C. State University	3,474	635	18.3%	3,149	423	13.4%
Pembroke State Univ.	233	110	47.2%	203	70	34.5%
School for the Deaf	254	30	11.8%	235	24	10.2%
Science & Technology, Bd. of	30	7	23.3%	23	5	21.7%
U.N.C.-Asheville	158	15	9.5%	117	6	5.1%
U.N.C.-Chapel Hill	5,760	904	15.7%	5,193	1,288	24.8%
U.N.C.-Consolidated Offices	59	5	8.5%	25	4	16.0%
U.N.C.-Charlotte	416	39	9.4%	223	25	11.2%

Table # 2 (continued)

1966			1964			Change in Min.
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	% 1964-1971
3,299	338	10.2%	3,215	296	9.2%	+ 9.5%
2,481	92	3.2%	2,324	75	3.0%	+10.3%
515	232	45.0%	440	209	47.0%	- 3.1%
100	3	3.0%	87	2	2.3%	+ 7.5%
203	11	5.4%	164	10	6.1%	+ 2.1%
545	14	2.6%	499	12	2.4%	+ 3.8%
126	3	2.4%	124	1	0.8%	+11.3%
13	7	53.8%	12	6	50.0%	+ 7.1%
2						
62			59			
342	4	1.2%	304	5	1.6%	+ 1.7%
13,642	3,329	24.4%	12,671	3,234	25.5%	- 3.0%
516	475	92.1%	558	544	97.5%	-12.5%
464			441			+ 0.4%
128	6	4.7%	116	6	5.2%	+ 0.2%
923	217	23.5%	808	182	22.4%	- 4.2%
53	9	17.0%				+19.5%
782	39	5.0%	674	30	4.5%	+ 2.5%
144	132	91.7%	138	131	94.9%	-14.0%
149	131	87.9%	128	122	95.3%	- 9.3%
243	159	65.4%	209	138	66.0%	-12.7%
3						+27.3%
13			8			+ 3.6%
58	2	3.4%	53	3	5.7%	+ 7.1%
29			31			
340	284	83.5%	369	320	86.7%	-14.5%
97	9	9.3%				+ 9.6%
2,904	362	12.5%	2,587	332	12.8%	+ 5.4%
128	1	0.8%	84	1	1.2%	+37.6%
216	23	10.6%	214	29	13.6%	- 2.5%
19	2	10.5%	8			+23.3%
87	4	4.6%	64	5	7.8%	- 0.8%
4,772	1,071	22.4%	4,717	989	21.0%	- 1.1%
26	4	15.4%	40	4	10.0%	- 0.4%
157	18	11.5%	108	17	15.7%	- 7.5%

Table # 2 (continued)

	1971			1968		
	Total	Min.Emp.	Min. %	Total	Min.Emp.	Min. %
U.N.C.-Greensboro	1,143	231	20.2%	958	193	20.1%
U.N.C.-Wilmington	270	57	21.1%	139	12	8.6%
Western Carolina Univ.	841	69	8.2%	588	86	14.6%
Winston-Salem State Univ.	261	234	89.7%	206	174	84.5%
6. Highways	11,604	469	4.0%	10,589	388	3.7%
Highway Commission, State ****	11,604	469	4.0%	10,589	388	3.7%
7. Non-Highway Transportation	372	116	31.2%	150	58	38.7%
N.C. State Ports Authority	372	116	31.2%	150	58	38.7%
8. Health & Hospitals	10,416	3,048	29.3%	9,033	2,637	29.2%
Admin. Offices of N.C. Sanatoria	7			5		
Alcoholic Rehab. Center - Black Mountain	84	15	17.9%			
A.R.C. - Butner	85	15	17.6%	39	5	12.8%
A.R.C. - Greenville	79	23	29.1%			
Broughton Hospital	1,228	101	8.2%	1,104	76	6.9%
Caswell Center	969	217	22.4%	824	190	23.1%
Cerebal Palsy Hospital	58	13	22.4%	61	17	27.9%
Cherry Hospital	1,239	737	59.5%	1,139	738	64.9%
Council on Mental Retard.	27			23		
Dorothea Dix Hospital	1,272	228	17.9%	1,181	148	12.5%
Eastern N.C. Sanatorium	331	218	65.9%	290	203	70.0%
Gravely Sanatorium	101	40	39.6%	75	35	46.7%
Health, Board of	614	33	5.4%	498	30	6.0%
John Umstead Hospital	1,049	308	29.4%	926	209	22.6%
Medical Care Commission	24			19		
Mental Health, Dept. of	151	6	4.0%	110	2	1.8%
Murdoch Center	975	241	24.7%	891	213	23.9%
N. C. Sanatorium	260	161	61.9%	254	153	60.2%
O'Berry Center	689	470	68.2%	593	427	72.0%
Orthopedic Hospital	113	36	31.9%	128	40	31.3%
Western Carolina Center	771	99	12.8%	586	59	10.1%
Western N.C. Sanatorium	260	74	28.5%	261	83	31.8%
Wright School	30	13	43.3%	26	9	34.6%

Table # 2 (continued)

1966			1964			Change in Min.
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	% 1964-1971
742	158	21.3%	753	173	23.0%	- 4.2%
112	10	8.9%	73	6	8.2%	+ 6.0%
371	52	14.0%	328	48	14.6%	- 6.7%
166	161	97.0%	162	154	95.1%	-12.4%
9,379	184	2.0%	9,209	352	3.8%	+ 0.2%
9,379	184	2.0%	9,209	352	3.8%	+ 0.2%
177	42	23.7%	64	2	3.1%	+28.1%
177	42	23.7%	64	2	3.1%	+28.1%
8,140	2,349	28.9%	7,482	2,107	28.2%	+ 0.7%
4			4			
31	2	6.5%	37			+16.9% +16.3% +26.1%
1,060	50	4.7%	978	15	1.5%	+ 6.7%
780	140	17.9%	736	99	13.5%	+ 9.4%
51	17	33.3%	54	17	31.5%	- 2.5%
1,072	782	73.0%	972	763	78.5%	-19.7%
12						
1,092	57	5.2%	1,001	49	4.9%	+12.7%
332	225	67.8%	331	225	67.9%	- 3.2%
74	36	48.6%	74	35	47.3%	- 8.8%
440	26	5.9%	441	20	4.5%	+ 0.8%
868	191	22.0%	791	120	15.2%	+13.9%
16			18			
62	1	1.6%	52	1	1.9%	+ 1.5%
742	114	15.4%	647	61	9.4%	+15.2%
253	149	58.9%	249	155	62.2%	- 1.7%
462	376	81.4%	400	375	93.8%	+25.8%
128	53	41.4%	120	52	43.3%	-13.8%
378	38	10.0%	293	31	10.6%	+ 2.0%
257	83	32.3%	261	84	32.2%	- 4.4%
26	9	34.6%	23	5	21.7%	+13.4%

Table # 2 (continued)

	1971			1968		
	Total	Min.Emp.	Min. %	Total	Min.Emp.	Min.%
9. Natural Resources & Recreation	1,300	26	2.0%	1,165	25	2.1%
Conservation & Development, Dept. of	811	20	2.5%	719	16	2.2%
N.C.Park,Parkway, Forest Commission	1			1		
N.C.Recreation Commission		Abolished		14	1	7.1%
Rural Electrification Authority	11			9		
U.S.S. N.C. Battleship Commission	17	1	5.9%	13	1	7.7%
Water Resources, Dept. of	131	2	1.5%	89	3	3.4%
Wildlife Resources Comm.	329	3	.9%	320	4	1.3%
10. Agriculture	1,602	297	18.5%	1,931	279	14.4%
Agricultural Exten. Serv.	792	240	30.3%	1,209	224	18.5%
Agriculture, Dept. of	796	57	7.2%	711	55	7.7%
Milk Commission	14			11		
11. Employment Sec. Comm.	1,884	158	8.4%	1,240	81	6.5%
Employment Security Comm.	1,884	158	8.4%	1,240	81	6.5%
12. Retirement & Pension	103			84		
Fireman's Pension Fund	3			3		
Law Enforcement Officer's Fund	8			7		
Teachers' & State Employees' Retirement System	92			74		
GRAND TOTAL	58,022	9,988	17.2%	49,296	8,423	17.1%

*The State Personnel Department was formed in 1965 from the old Merit System Council and Department of Personnel. The 1964 figures represent the total employment of both of these agencies.

**Does not include personnel who are attached to the National Guard.

***Includes Department of Public Instruction but excludes secondary school teachers.

****Excludes prisoners who are attached to the Highway Commission.

Table # 2 (continued)

1966 Total	1966 Min.Emp.	1966 Min. %	1964 Total	1964 Min.Emp.	1964 Min. %	Change in Min. % 1964-1971
1,083	20	1.8%	1,032	25	2.4%	- 0.4%
678	16	2.4%	632	21	3.3%	- 0.9%
1			1			
12			11			
7			8			
13	1	7.7%	15	1	6.7%	- 0.8%
67			71			+ 1.4%
305	3	1.0%	294	3	1.0%	unch.
1,785	226	12.7%	1,472	219	14.9%	- 0.8%
1,135	177	15.6%	848	176	20.8%	- 0.2%
639	49	7.7%	612	43	7.0%	unch.
11			12			
1,102	48	4.4%	1,286	50	3.9%	+ 4.6%
1,102	43	4.4%	1,286	50	3.9%	+ 4.6%
71			70			
3			2			
6			5			
62			63			
43,386	6,754	15.6%	40,866	6,429	15.7%	+ 1.3%

B. Black Employees in Predominantly Black Institutions

In an analysis of the foregoing Tables, it was found that the factors behind the high concentrations of minority employees in Education, Health agencies, and Hospitals can be more easily understood when one looks at the agencies within these areas.

North Carolina has five universities (A & T University, Elizabeth City State University, Fayetteville State University, North Carolina Central University, and Winston-Salem State University) and two major hospitals (Cherry Hospital and O'Berry Center) which are predominantly black institutions. With respect to the two hospitals, an effort is being undertaken to desegregate them to a greater extent. The success of this effort as it relates to employment at the facilities will be treated later in this report. These institutions still employ far more blacks than whites; therefore, they will still be considered in the "predominantly black" category for the purposes of this report.

These seven agencies alone have 2,946 black employees or 28.3% of the total minority employment in State Government. This figure is up from the 1968 figure of 2,608, although the percentage of all blacks employed by these facilities has fallen by 2.7%.

This survey also found that an additional 1,494 minority persons, or 14.3% of the total minority employment, are located in hospitals, sanatoria, special schools or other offices which

have branch institutions or other sub-divisions which are predominantly Negro in character. Agencies in these categories would include, for example, predominantly black training schools under the authority of the Juvenile Corrections Board, mostly non-white facilities under the authority of the N. C. Sanatorium System, the Governor Morehead School in Raleigh, and personnel at Jones Lake State Park. In addition, this figure also includes those non-whites listed by agency directors as being assigned to all-black or nearly all-black offices within technically desegregated facilities. This figure of 1,494 represents a sharp increase over the 528 non-whites (6.2% of the total minority employment) found in 1968.

TABLE # 3

NEGRO EMPLOYMENT IN PREDOMINANTLY NEGRO INSTITUTIONS

	1971 # of Negroes	% of all Negroes	1968 # of Negroes	% of all Negroes	1966 # of Negroes	% of all Negroes	1964 # of Negroes	% of all Negroes
Seven Major Negro Institutions	2,946	28.3%	2,608	31.0%	2,714	40.2%	2,894	45.0%
Branches, Offices	1,494	14.3%	528	6.2%	533	7.9%	723	11.2%
TOTALS	4,440	42.6%	3,136	37.2%	3,247	48.1%	3,617	56.2%

This Commission views these figures with alarm. We feel that while agency directors have been more candid in this survey in admitting the existence of de facto segregated units, these figures are still low. In 1968, for example, neither one major institution nor one major department listed "non-whites in positions located in predominantly non-white offices" (see Question 1(e) of Questionnaire in Appendix). Yet in 1971 these agencies did list an important percentage of their minority employees in such offices. We believe that many of these non-whites reported as working in desegregated units and offices in other major agencies may not in fact be so situated. This Commission believes that immediate attention must be given to this matter. There must be a firm commitment on the part of the State to see that these smaller predominantly non-white units are quickly phased out.

C. Exclusion of Minority Employees

Striking differences in employment patterns again emerge when one examines the agencies outside of schools, hospitals, sanatoria, and correctional institutions. Among these 58 agencies, 21 reported that they had no minority employees. During the last three years seven previously all-white agencies (including the largest, Appalachian State University) have hired minority persons. One new, all-white agency has come into existence.

Most of the all-white agencies are small with eight of them hiring five employees or less. Altogether the 21 all-white agencies employ 413 persons or about 0.7% of the total State employment.

The middle sized all-white agencies are a cause for concern. Agencies such as the Veterans Commission, which serves all disabled veterans of North Carolina, remains completely white. The North Carolina Civil Defense Agency to the knowledge of this Commission has never employed a minority citizen. The Teachers' and State Employees' Retirement System offices which deal with a significant number of minority persons in their activities have also remained all-white. The Commission finds these situations highly anomalous and recommends a thoroughgoing study of these agencies' hiring policies.

This Commission also notes that 21 additional agencies in State Government are virtually all-white. They have fewer than 5.0% minority employees out of a total employment of 19,602 (32.0% of all State employees). Some rather large agencies such as the

Attorney General's Office, State Bureau of Investigation, Banking Commission, Industrial Commission, Labor Department, Insurance Department, and the Utilities Commission have only one minority employee each. We further note that these levels have remained unchanged for eight years now. Clearly in these highly significant agencies of Government there is room for vast improvement. These figures in themselves raise serious questions about the quality of commitment to equal opportunity employment in many agencies.

Among the minority persons employed in the 30 non-health or education agencies which are not all-white, most are employed in the larger agencies where they compose but a small percentage of the total employment. The best example can perhaps be drawn from the employment figures for the nine agencies with more than 800 employees as shown in the following Table.

Table #4

MINORITY EMPLOYMENT IN THE STATE'S LARGEST AGENCIES (EXCLUSIVE OF COLLEGES, UNIVERSITIES, AND HOSPITALS)

	Total Employment	Total Min. Employees	Min. % of Total
Highway Commission	11,604	469	4.0%
Corrections Department	3,102	408	13.2%
Motor Vehicles	2,637	62	2.4%
Employment Security	1,884	158	8.4%
Education Board	1,529	125	8.2%
Revenue Department	930	24	2.6%
Agricultural Extension	792	240	30.3%
Conservation and Development	811	20	2.5%
Agriculture Department	796	57	7.2%

Out of a total employment of 24,085 (21,382 in 1968) in these nine agencies, there are only 1,563 persons from minority groups representing 6.5% (1,073 minority persons for 5.0% in 1968). Thus there has been a gradual improvement which reflects new directives or efforts recently initiated in the Education, Corrections, and Revenue Departments.

D. Location of Minority Employees

A frequent point of tension has been the charge that the State agencies in Raleigh have remained, by and large, disproportionately white in character. Accordingly, the Commission in all four of its employment surveys, has attempted to determine the number of white and minority employees located in Raleigh. A thorough check of the 1971 questionnaires revealed that a total of 12,847 State employees were located in 47 agencies in the Capital. Of these 1,677 (13.1%) were minority persons. The trend since 1964 in the Raleigh offices are summarized in Table #5.

TABLE #5

EMPLOYMENT TRENDS IN RALEIGH OFFICES

	1971		1968		1966		1964	
	#	%	#	%	#	%	#	%
Whites	11,170	86.9%	9,815	87.9%	9,440	90.9%	6,700	93.6%
Minority Persons	1,677	13.1%	1,579	12.1%	947	9.1%	467	6.4%
Totals	12,847	100.0%	11,394	100.0%	10,387	100.0%	7,167	100.0%

The eight year trend with respect to Raleigh offices is somewhat encouraging. There has been substantial improvement

in the number and percentage of minority employees located in Raleigh. Two facts, however, should be noted. Most of the gains in minority employment in Raleigh were made in 1968; and the improvements seen here are unevenly distributed among Raleigh-based agencies. All of the major all-white agencies or those cited with just one minority employee are Raleigh-based. The actions of a relatively few agencies have resulted in this overall improvement. These agencies, such as Corrections and Education are to be commended. Their example should be a pattern to follow.

E. Temporary or Part-Time Minority Employees

Again in this survey as in 1968 the Commission attempted to ascertain the number of temporary or part-time white and minority employees working in State Government. It was found that the State of North Carolina employs on a part-time or temporary basis 4,393 individuals. Of this total 651 are members of minority groups representing 14.8% of the total. This result compares unfavorably with the 1968 findings where 1,591 minority employees comprised 22.9% of 6,946 part-time employees.

The Commission finds this downward turn discouraging, since the pool of temporary workers available to an agency can be an effective source of well-trained permanent or full-time employees.

F. Sex of Minority Employees

Duplicating our earlier surveys, the Commission again sought to determine the sex of the minority employees. As in the past, the Commission found that the State hires more minority

males than females. A total of 5,690 minority males and 4,734 minority females found employment with the State. During the past two years the rate of minority female employment has been nearly twice the rate for minority males (for every 3 males hired, 5 females have been employed). More specific reference to the sex of minority employees will be made in the following sections of this report.

G. Occupational Level of Minority Employees

As in all previous surveys, the 1971 report again points up a differential in comparison with whites in the occupational level at which minority members were being employed. This differentiation is readily visible in Table #6.

TABLE #6

STATE EMPLOYMENT BY OCCUPATIONAL LEVEL

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	Min. % of Total
Professional Occup.	7,341	464	243	221	153	6.3%
Semi-Professional	7,275	1,018	293	725	179	14.0%
Managerial	1,440	73	50	23	42	5.1%
Clerical	11,373	1,095	258	837	445	9.6%
Domestic Ser. Occup.	2,501	1,732	945	787	1,076	69.3%
Personal Ser. Occup.	5,027	2,156	1,025	1,131	998	42.9%
Protective Service	4,043	415	379	36	53	10.3%
Bldg. Ser. Worker	932	809	471	338	214	86.8%
Agriculture Worker	748	122	121	1	24	16.3%
Skilled Occup.	4,512	331	301	30	126	7.3%
Semi-skilled	5,080	359	345	14	77	7.1%
Unskilled Occup.	1,972	769	672	97	299	39.0%
Non-classified	9,077	1,037	546	491	711	11.4%
Uncertain		44	41	3	3	
	61,321	10,424	5,690	4,734	4,400	17.0%

(A more detailed account by agency area and individual agency may be found in the Appendix.)

Minority employees were found at all occupational levels; however, their distribution at these levels was highly uneven. For example, in building service occupations, 809 or 86.8% out of a total of 932 employees are minority group persons. Some 91.1% were similarly situated in 1968. Minority employees represented 42.9% of all personal service employees, down from the 46.2% in 1968. Minority persons constitute 39.0% of all unskilled workers, which is down from the 49.9% figure three years ago. The number in domestic service positions is up sharply from the 42.2% figure found in 1968 to 69.3% in 1971.

Thus minority persons continue to occupy a major portion of those positions generally considered "traditional" for minority employees, which have always been open to them.

In the non-traditional areas of professional, semi-professional, managerial, and clerical work, members of minority groups represent a growing percentage of workers -- except at the professional level where the percentage has fallen from 8.6% of all professionals in 1968 to 6.3% in 1971. The percentage of semi-professionals who are minority members has risen sharply from 6.5% in 1968 to 14.0% today. This is one of the most promising findings in this report. The minority percentage of all managerial personnel has risen to 5.1% from 3.3% in 1968. The percentage of minority group clerical workers has risen from 7.2% in 1968 to 9.6% in 1971. These are encouraging trends.

Although these trends are encouraging, their long term benefits may be slow in coming. For example, there are 1,367

whites employed as managerial personnel; this represents 2.7% of all white workers. In 1971 only 0.7% of all minority persons were employed in these positions. In 1966 our survey showed 0.5% of all minority employees at the managerial level. If one assumed that the rate of improvement were 0.2% every 5 years, there would not be a comparable percentage of 2.7% of minority persons employed as managerial level employees until the year 2021. For clerical workers, 20.2% of all whites are so employed; for minority persons the percentage is now 10.5%; in 1966 the percentage was 5.2%. Parity would be reached by about 1985. All of this is to say that there has been improvement at most high levels of employment though in many cases it is slow.

The exception is the professional level, where minority employment is not keeping up. This phenomenon is explained in part by the manner in which the desegregation of predominantly minority institutions has taken place. When desegregation in employment has occurred it has most frequently been done at the professional levels. Minority group professionals have been displaced, but large concentrations of minority workers remain at the traditional levels now working under white professionals. We do not feel that the long-term results of this process will be satisfactory. Therefore, this Commission believes that all aspects of the desegregation process at the State's predominantly minority facilities should be the objective of an extensive study with appropriate recommendations to preserve and increase the numbers of minority professionals. Furthermore, the Commission recommends that efforts should be made to increase the number of minority persons at professional levels at all State institutions and agencies.

At "traditional" levels of minority employment the figures in Table #6 represent something of an improvement. In 1968, 63% of all minority persons were employed in the "traditional" categories of domestic, personal, building service, unskilled, and semi-skilled occupations. In 1971 that percentage had dropped to 55.9%. Still, many are employed in traditional positions. The three positions which employ the most minority males and females in State Government are all "traditional" positions: Attendant (985 employees), Janitor (822 employees), and Maid (514 employees). Altogether these three positions include 2,321 persons or about 22.3% of the total minority employment (2,316 minority people or 27.5% of the total employment in 1968).

H. Salaries of Minority Employees

As in the 1968 data, the Commission attempted to correlate its findings with the information supplied by the State Personnel Department and determine the salary situation of State employees who are members of minority groups.

All positions in State Government, with the exception of uncertain or unclassified jobs, are graded and have a certain minimum base yearly wage. Normally an employee is subject to receive automatic and then merit pay raises up to a salary maximum for that grade.

The Commission took the base salary grade for each position and arbitrarily assumed that each classified employee was making this base pay for his grade and was not benefiting from any raise.

Considering the base pay for all minority males in State Government, an average salary grade of 53.4 was obtained (50.4 in 1968; 48.9 in 1966). This salary grade represents an annual salary of approximately $4,611.50. For minority females, the average salary grade was 52.9 (52.1 in 1968), representing an annual salary of approximately $4,517.60. Thus for the first time, minority males in State Government made on the average more than their female counterpart. In all past surveys minority females had a higher average salary. The relative advantage of minority males over females at the middle and upper levels accounts for their slightly higher average pay as indicated by the following table.

Table # 7

SALARY GRADES OF MINORITY MALES AND FEMALES

Salary Grade	Males	Females	Total	Salary Grade	Males	Females	Total
47	95	24	119	71	14	1	15
48	596	560	1,156	72	13	7	20
49	815	403	1,218	73	3	2	5
50	165	144	309	74	12	2	14
51	160	212	372	75	7		7
52	286	14	300	76			
53	625	740	1,365	77	1	1	2
54	142	429	571	78	1		1
55	341	267	608	79	2		2
56	97	77	174	80	3		3
57	70	105	175	81			
58	318	52	370	82			
59	8		8	83	1		1
60	92	23	115	84			
61	65	23	88	85			
62	63	59	122	86	6		6
63	26	65	91	87			
64	66	42	108	88	3	1	4
65	17	16	33	89			
66	54	29	83	90			
67	20	8	28	91			
68	26	13	39	92			
69	8	1	9	93			
70	33	6	39	94			
Unclassified, exempt, or uncertain as to salary grade					1,436	1,408	2,844
							10,464

III. AGENCY RESPONSES TO INTERPRETATIVE QUESTIONS

The Questionnaire sent to State agencies included two questions designed to help the Human Relations Commission understand the trends related to the employment of Non-whites in the past years. Specifically agency heads were asked:

(1) to compare the present status of Non-white employment with the results of our 1968 survey and explain any changes which have occurred.

(2) What have been the chief difficulties your agency has encountered in the employment of Non-whites in non-traditional jobs?

(3) to indicate the number of part-time or temporary employees, number of employees located in Raleigh, and positions now open or becoming available soon.

Of the 99 agencies which returned the Questionnaire, 87 of them answered some of the interpretative questions. Sixty-seven agencies answered at least briefly our request to explain how changes in their minority employment status have occurred and what are the chief difficulties they encounter in employing Non-whites in non-traditional jobs. Listed below is a summary of the salient factors related to minority employment as given by Agency Heads in response to the Questionnaire.

Factors Affecting an Improved Minority Percentage

22 agencies reported no difficulty in hiring Non-whites for non-traditional jobs.

13 agencies reported increased effort in recruiting minority employees.

8 agencies reported that there are now more and better qualified Non-white applicants.

5 agencies reported no, or less, resistance among other employees.

Chief Difficulties Encountered in Employing Non-whites In Non-Traditional Jobs

35 agencies reported shortage or lack of applicants with the necessary qualifications, educational qualifications, or specialized training.

11 agencies reported little turnover, infrequent vacancies, or no vacancies in their employment situation.

10 agencies reported that they cannot compete with industry or the private sector because government salary levels are not competitive in the employment of qualified minority persons.

8 agencies reported a shortage of minority applicants or applications (3 reported they had had no minority applicants).

8 agencies reported their employment selection is based on referrals from the State Personnel Department or Employment Security Commission.

4 agencies reported that the "Merit System", or the State Competitive Service Register, creates a difficulty.

3 agencies reported resignations of Non-whites have affected their status.

2 agencies reported small Negro population in their geographic area adversely affect employment.

2 agencies reported "change in administration" as the primary factor in their employment picture.

IV. SUMMARY

The following points represent the highlights of the findings of the 1971 survey of State Government employment practices.

(1) Of the 58,022 employees in State Government in February, 1971, 9,988 or 17.2% were minority citizens. This figure represents an increase of 0.1% from the 17.1% figure determined in 1968.

(2) There are now higher percentages of minority persons in semi-professional, managerial, and clerical positions than ever before. Some 21% of all minority employees are in such positions. In 1966 only 8.7% of all minority employees were in such positions.

(3) The percentage of minority employees in professional level positions has been falling. Minorities now make up 6.3% of all professionals; in 1968 they comprised 8.6% of all professionals. The percentage of all minority persons employed as professionals has dropped from 6.1% to 4.5% since 1966.

(4) The rate at which minority persons have been employed in State Government is erratic. Between 1964 and 1966 they represented only 13% of all new hires; between 1966 and 1968, they represented more than 28% of all newly hired persons. Since 1968, that figure has dropped dramatically to 16.6%.

(5) Over 77% of all minority employees are concentrated in the areas of Education, Health agencies and Hospitals.

(6) The percentage of minority employees remained unchanged or actually declined since 1968 in 64 out of 107 agencies surveyed.

(7) The number of Negroes in predominantly Negro facilities, branches or offices has actually increased since 1968.

(8) Twenty-one of the 58 non-Education or Health connected agencies had no minority employees. Most were small, however. Only 0.7% of all State employees worked in all-white agencies.

(9) The nine largest non-Education and Health connected agencies employed 24,085 persons of whom only 6.5% were minority persons.

(10) Minority persons now constitute 13.1% of all Raleigh-based employees. They comprise 1,677 of the 12,847 employees in the Capital.

(11) The State employs 4,393 temporary or part-time employees. Some 651 (14.8%) are minority persons. This percentage of minority persons in part-time positions is down significantly since 1968 when it was 22.9%.

(12) The percentage of minority employees in "traditional" jobs remains at about 55.9%.

(13) The three positions of attendant, janitor and maid include 2,321 minority persons, or 22.3% of all minority employees.

(14) In State Government minority men for the first time average a higher salary than do minority women.

V. CONCLUSION

There are findings in this report which are cause for encouragement and discouragement with the progress being made by the State of North Carolina in implementing an equal hiring policy. Some 2,000 new minority employees have found employment with the State in the last three years, but the rate of minority employment has not been sufficient to keep pace with the overall expansion in State employment; therefore, the percentage of total minority employees has fallen.

Improvement in minority employment has been erratic from agency to agency. Most agencies have remained at the same level in terms of their minority employment. In those instances where agencies have added new minority employees, we are encouraged to note that most have been at semi-professional, managerial, or clerical levels.

Perhaps one of the most disquieting findings is the number of minority employees found in predominantly Black offices or branches. Both in terms of absolute numbers and percent so employed, there are now more minorities in such offices than three years ago.

In many predominantly Black facilities, Black professionals seem to be displaced as the desegregation process continues. In other nontraditional levels, as indicated above, the position of minorities is improving. This improvement is particularly noticeable among minority males whose average salary showed encouraging improvement.

The implementation of the State's policy on equal opportunity employment seems to be one of drift rather than one of clear purpose.

Some agencies are clearly interested in becoming equal opportunity employers and have set in motion creative, productive hiring policies. Regardless of the expressed policy, many other agencies seem to remain numerically passive. We believe that this situation best explains the mixed findings of this report.

We do not feel that greater elaboration on the findings in the main body of this report is necessary. After eight years, the trends are undeniable. In reality, the State of North Carolina is far from being an equal employer. There is a great need for the State to move forthwith to close the gap between policy and practice.

This report is critical, but the Commission believes that is constructively so. With constructive rethinking of current policies, we believe that the trends will produce results for which we can be proud. The North Carolina Human Relations Commission urges that this report be used as the necessary catalyst for this rethinking and renewed efforts.

VI. RECOMMENDATIONS

1. The North Carolina Human Relations Commission recommends that the Governor issue a comprehensive fair employment code to be used throughout State Government as far as statutory limitations permit, so that there will be no doubt as to the State's commitment to equal employment.

2. The North Carolina Human Relations Commission recommends that along with the comprehensive fair employment code a plan for the inclusion of minority citizens in State Government, which will move significantly toward the parity employment of minority citizens at all levels, be formulated and implemented. Such a plan should include intensified efforts at minority recruitment, orientation, on-the-job-training, and up-grading. The plan should include the necessary commitment of personnel, resources and a system of accountability to insure positive results.

3. The North Carolina Human Relations Commission recommends that the State Personnel Department modify its employment data so that reports such as these might be issued with more regularity in order to assess progress in equal opportunity employment. We further recommend that categories for reporting conform to the U. S. Equal Employment Opportunity Commission's categories for identifying ethnic origins.

4. The North Carolina Human Relations Commission recommends an immediate study of the position of minority persons in predominantly minority offices. This study should examine the degree to which segregation is still a problem in State facilities and how desegregation at these facilities is being handled.

5. The North Carolina Human Relations Commission recommends a comprehensive study of those remaining all-white and nearly all-white agencies in State Government to determine the nature of their difficulties in securing competent minority employees.

6. The North Carolina Human Relations Commission recommends that all agencies devote maximum effort to attracting minority employees at the professional, semi-professional, and managerial levels.

APPENDIX

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

1. General Government

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	796	41	34	7	2	5.3%
Semi-Professional	58	2		2		3.4%
Managerial	109					
Clerical	1,069	49	23	26	11	4.6%
Domestic Ser. Occup.	191	175	132	43	168	91.6%
Personal Ser. Occup.	2	2	1	1	2	100.0%
Protective Service	137	7	7			5.1%
Bldg. Ser. Worker	15	10	10		2	66.7%
Agriculture Worker						
Skilled Occup.	64	5	5			7.8%
Semi-skilled	31	9	9		9	29.0%
Unskilled Occup.	20	12	12		12	60.0%
Non-classified	46					
Uncertain						
	2,511	312	233	79	206	12.4%

2. Public Safety and Regulation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	277	7	7			2.5%
Semi-Professional	431	11	2	9		2.6%
Managerial	72					
Clerical	1,259	44	14	30		3.5%
Domestic Ser. Occup.	4	4	4			100.0%
Personal Ser. Occup.						
Protective Service	1,040	6	6			0.6%
Bldg. Ser. Worker	18	7	7			43.7%
Agriculture Worker						
Skilled Occup.	150	1	1			0.7%
Semi-skilled	1	1	1			100.0%
Unskilled Occup.						
Non-classified	58	2	1	1		3.4%
Uncertain						
	3,308	83	43	40		2.5%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

3. Correction and Training

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	153	18	13	5	2	11.8%
Semi-Professional	233	41	30	11	10	17.6%
Managerial	153	20	17	3	7	13.1%
Clerical	368	55	14	41	24	14.9%
Domestic Ser. Occup.	292	157	100	57	102	53.8%
Personal Ser. Occup.	168	45	20	25	24	26.8%
Protective Service	2,392	308	287	21	3	12.9%
Bldg. Ser. Worker						
Agriculture Worker	53	11	10	1	10	20.8%
Skilled Occup.	244	26	23	3	21	10.7%
Semi-skilled	18	7	7			38.9%
Unskilled Occup.	31					
Non-classified	230	84	47	37	60	36.5%
Uncertain		39	36	3		
	4,335	811	641	170	263	18.7%

4. Social Services

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	405	18	8	10		4.4%
Semi-Professional	77	8	2	6		10.4%
Managerial	24					
Clerical	394	11	4	7		2.8%
Domestic Ser. Occup.						
Personal Ser. Occup.	12	10	2	8		83.3%
Protective Service	2	2	2			100.0%
Bldg. Ser. Worker	5	4	3	1		80.0%
Agriculture Worker						
Skilled Occup.	4	2	2			50.0%
Semi-skilled	1	1	1			100.0%
Unskilled Occup.	3	3	3			100.0%
Non-classified	12					
Uncertain						
	939	59	27	32		6.2%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

5. Education

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,928	171	101	70	77	8.9%
Semi-Professional	2,211	470	123	347	64	21.3%
Managerial	442	31	24	7	22	7.0%
Clerical	5,363	774	163	611	384	14.4%
Domestic Ser. Occup.	1,224	949	479	470	558	77.5%
Personal Ser. Occup.	677	428	179	249	106	63.2%
Protective Service	219	87	73	14	48	40.7%
Bldg. Ser. Worker	752	660	365	295	145	87.8%
Agriculture Worker	95	67	67		9	70.5%
Skilled Occup.	849	151	135	16	82	17.8%
Semi-skilled	238	100	94	6	35	42.0%
Unskilled Occup.	749	361	306	55	243	48.2%
Non-classified	7,872	833	436	397	649	10.6%
Uncertain		5	5		3	
	22,619	5,087	2,550	2,537	2,425	22.5%

6. Highways

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	996	9	9			0.9%
Semi-Professional	2,123	12	12			0.6%
Managerial	65					
Clerical	726	3	2	1		0.4%
Domestic Ser. Occup.	2	2	1	1		100.0%
Personal Ser. Occup.	2					
Protective Service	11					
Bldg. Ser. Worker	1					
Agriculture Worker						
Skilled Occup.	2,355	18	18			0.8%
Semi-skilled	4,540	174	174			3.8%
Unskilled Occup.	799	251	251			31.4%
Non-classified	38					
Uncertain						
	11,658	469	467	2		4.0%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

7. Non-Highway Transportation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.						
Semi-Professional						
Managerial	26	1		1		3.8%
Clerical	42	1	1			2.4%
Domestic Ser. Occup.	2	1	1			50.0%
Personal Ser. Occup.						
Protective Service	33					
Bldg. Ser. Worker						
Agriculture Worker						
Skilled Occup.	219	83	83			37.9%
Semi-skilled						
Unskilled Occup.	50	30	30			60.0%
Non-classified						
Uncertain						
	372	116	115	1		31.2%

8. Health and Hospitals

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,306	116	35	81	72	8.9%
Semi-Professional	1,464	405	108	297	102	27.7%
Managerial	396	18	6	12	10	4.5%
Clerical	1,018	49	17	32	26	4.8%
Domestic Ser. Occup.	785	444	228	216	248	56.6%
Personal Ser. Occup.	4,153	1,658	810	848	866	39.9%
Protective Service	46	4	4	1	2	10.9%
Bldg. Ser. Worker	126	115	76	39	67	91.3%
Agriculture Worker	116	22	22		5	19.0%
Skilled Occup.	466	44	33	11	23	9.4%
Semi-skilled	240	63	55	8	33	26.2%
Unskilled Occup.	283	107	65	42	44	37.8%
Non-classified	196	15	11	4	2	7.7%
Uncertain						
	10,595	3,061	1,470	1,591	1,500	28.9%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

9. Natural Resources and Recreation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	155	2	2			1.3%
Semi-Professional	128	4	4		3	3.1%
Managerial	50	3	3		3	
Clerical	191	8	8			6.0%
Domestic Ser. Occup.	1					
Personal Ser. Occup.						
Protective Service	163					
Bldg. Ser. Worker	3					
Agriculture Worker	406	4	4			1.0%
Skilled Occup.	146					
Semi-skilled	17	2	2			11.8%
Unskilled Occup.	38	3	3			7.9%
Non-classified	32					
Uncertain						
	1,330	26	26		6	2.0%

10. Agriculture

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	193	6	6			3.1%
Semi-Professional	433	41	7	34		9.5%
Managerial	23					
Clerical	350	53	5	48		15.1%
Domestic Ser. Occup.						
Personal Ser. Occup.	18	13	13			72.2%
Protective Service						
Bldg. Ser. Worker	3	3	2	1		100.0%
Agriculture Worker	78	18	18			23.1%
Skilled Occup.	18	1	1			5.6%
Semi-skilled	4	2	2			50.0%
Unskilled Occup.	6	2	2			33.3%
Non-classified	594	103	51	52		17.3%
Uncertain						
	1,720	242	107	135		14.1%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

11. Employment Security Commission

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,128	76	28	48		6.7%
Semi-Professional	119	24	5	19		20.2%
Managerial	83					
Clerical	509	48	7	41		9.4%
Domestic Ser. Occup.						
Personal Ser. Occup.						
Protective Service						
Bldg. Ser. Worker	13	10	8	2		76.9%
Agriculture Worker						
Skilled Occup.	1					
Semi-skilled						
Unskilled Occup.						
Non-classified	5					
Uncertain						
	1,858	158	48	110		8.5%

12. Retirement and Pensions

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup	8					
Semi-Professional	4					
Managerial	1					
Clerical	89					
Domestic Ser. Occup.						
Personal Ser. Occup.						
Protective Service						
Bldg. Ser. Worker						
Agriculture Worker						
Skilled Occup.						
Semi-skilled						
Unskilled Occup.						
Non-classified	4					
Uncertain						
	106					

MINORITY EMPLOYEES BY AGENCY AND BY LEVEL OF OCCUPATION

Below are listed the number of minority employees in each agency of the State Government. To the side of each agency is the number of total and minority employees in fourteen different occupational categories. For convenience, these categories are listed here:

(1) Professional
(2) Semi-Professional
(3) Managerial & Office Occup.
(4) Clerical & Kind.
(5) Domestic Service
(6) Personal Service
(7) Protective Service
(8) Bldg. Service Workers & Porters
(9) Agriculture, Fishery, Forest
(10) Skilled
(11) Semi-skilled
(12) Unskilled
(13) Non-classified
(14) Uncertain

COMMISSIONS, BOARDS AND DEPARTMENTS	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Adj. Gen *															
Total	3	4	7	20	1		4			9			1		49
Minority	0	0	0	1	1		0			0			0		2
Administration															
Total	202	26	30	169	191	2	46	5		60	31	20			782
Minority	8	0	0	11	175	2	6	2		5	9	12			230
Agriculture															
Total	185	345	21	131		18		3	78	18	4	6			809
Minority	6	6	0	6		13		3	18	1	2	2			57
Alcoholic Control															
Total Bd.		74	2	16									2		94
Minority		9	0	1									0		10
Amer. Revol. Bicent. Comm.															
Total	2			1									1		4
Minority	0			0									0		0
Archives & History															
Total	51	19	6	53	6		4	3		8		18			168
Minority	0	0	0	4	0		2	2		0		1			9
Assesments Bd.															
Total	3			3									1		7
Minority	0			0									0		0

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Attorney General															
Total	50	8	1	43											102
Minority	1	0	0	0											1
Auditor															
Total	64		3	15									2		84
Minority	1		0	0									0		1
Banking Commission															
Total	24		1	9									2		36
Minority	0		0	1									0		1
Barber Exam Bd.															
Total		4		2									3		9
Minority		1		0									1		2
Blind Commission															
Total	145	27	5	66		7	2	3		4	1	3	1		264
Minority	8	4	0	2		7	2	3		2	1	3	0		32
Burial Assoc. Comm.															
Total	3			3									1		7
Minority	0			1									0		1
Civil Air Patrol															
Total				1											1
Minority				0											0
Civil Defense															
Total	18	5	1	21									1		46
Minority	0	0	0	0									0		0
Cons. & Devel.															
Total	75	87	37	114				2	312	129	17	35	21		829
Minority	1	4	3	4				0	4	0	2	2	0		20
Corrections															
Total	87	215	122	200	1	108	2059		18	167	17	30	44		3,068
Minority	12	31	13	24	0	9	270		0	3	7	0	0	39	408
Cosmetic Art Bd.															
Total				6									13		19
Minority				0									1		1
Education Bd.**															
Total	790	58	193	743	2		1			7			16		1,810
Minority	78	8	7	30	1		0			0			2		126
Elections Bd.															
Total			3										1		4
Minority			0										0		0

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Employment Sec.															
Total	1,128	119	83	509				13		1			5		1,858
Minority	76	24	0	48				10		0			0		158
Firemen's Pension															
Total	1			2											3
Minority	0			0											0
Gen.Ct.of Justice															
Total				1											1
Minority				0											0
Gov's Comm.for Handi-															
Total capped			1	1											2
Minority			0	0											0
Gov's Comm.for Hwy.															
Total Safety	8			4									3		15
Minority	0			0									0		0
Governor's Office															
Total	2			16									11		29
Minority	0			4									0		4
Health Board															
Total	183	135	46	224		9		5	3	6			8		619
Minority	6	9	0	6		5		4	3	0			0		33
Higher Ed. Bd.															
Total	5		2	12									9		28
Minority	0		0	1									0		1
Higher Ed.Facilities															
Total Comm.	3	2	2	3									1		11
Minority	2	0	0	0									1		3
Highway Commission															
Total ***	996	2,123	65	726	2	2	11	1		2,355	4,540	799	38		11,658
Minority	9	12	0	3	2	0	0	0		18	174	251	0		469
Industrial Comm.															
Total	4	3	2	43									8		60
Minority	0	0	0	1									0		1
Insurance															
Total	66	13	8	33									1		121
Minority	0	0	0	1									0		1
Investigation Bur.															
Total	9	1	3	40			91			1			4		149
Minority	0	0	0	0			1			0			0		1

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Juvenile Corr.Bd.															
Total ****	65	18	30	67	291	60	6		35	77	1	1	180		831
Minority	6	10	7	29	157	36	3		11	23	0	0	83		365
Labor															
Total	6	61	7	41									2		117
Minority	0	1	0	0									0		1
Law Enf. Off.Benefit & Retire.Fund															
Total	2			6											8
Minority	0			0											0
Library															
Total	33	12	1	44				2					2		94
Minority	4	5	1	0				2					0		12
Lt. Gov's Office															
Total				1											1
Minority				0											0
Local Affairs															
Total	127	12	9	58						2			7		215
Minority	22	1	0	10						0			0		33
Medical Care Comm.															
Total	15	1		7									2		25
Minority	0	0		0									0		0
Mental Health															
Total	52	13	28	59								3	22		177
Minority	3	0	0	3								0	0		6
Mental Retardation															
Total Coun.	3	3	15	6									1		28
Minority	0	0	0	0									0		0
Milk Commission															
Total	8		2	3									1		14
Minority	0		0	0									0		0
Motor Vehicles															
Total	127	255	39	1,029	3		1,036	16		141	1		12		2,659
Minority	7	0	0	37	3		6	7		1	1		0		62
Museum of Art															
Total	9	3	1	11			14			2			2		42
Minority	0	0	0	0			0			0			0		0
Parks, Parkways & Forest Comm.															
Total				1											1
Minority				0											0

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Paroles Bd.															
Total				32			96						4		132
Minority				1			12						0		13
Personnel Dept.															
Total	38	7	4	32									1		82
Minority	6	1		3									0		10
Ports Authority															
Total			26	42	2		33			219		50			372
Minority			1	1	1		0			83		30			116
Probation Comm.															
Total	1		1	69			231						2		304
Minority	0		0	1			23						1		25
Revenue															
Total	247	3	51	621				6		1			1		930
Minority	3	0	0	16				5		0			0		24
Rural Elec.Auth.															
Total	3	3	1	3	1			1					1		13
Minority	0	0	0	0	0			0					0		0
Science & Tech.Bd.															
Total	11			11	4					1			3		30
Minority	0			3	3					1			0		7
Social Services															
Total	259	13	16	284									10		582
Minority	10	0	0	9									0		19
State Dept.															
Total	2		2	17									6		27
Minority	0		0	2									0		2
Supreme Court															
Total	13			11				4					7		35
Minority	0			0				3					0		3
Tax Research															
Total	5	1	1	11									1		19
Minority	0	0	0	0									0		0
Teachers & State Emp.Retirement															
Total	5	4	1	81									4		95
Minority	0	0	0	0									0		0
Treasurer															
Total	7		2	31									5		45
Minority	0		0	2									0		2

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
USS NC Battleship Comm.															
Total		1	2	6						6		2			17
Minority		0	0	0						0		1			1
Utilities Comm.															
Total	18	12	5	31									9		75
Minority	0	0	0	1									0		1
Veteran's Comm.															
Total		32	1	43									1		77
Minority		0	0	0									0		0
Water Resources															
Total	68	34	1	28									8		139
Minority	1	0	0	1									0		2
Wildlife Res.Comm.															
Total	9	3	9	39			163		94	11		1	2		331
Minority	0	0	0	3			0		0	0		0	0		3
UNIVERSITIES, COLLEGES AND SCHOOLS															
Agriculture Extension Service															
Total		88		216									593		897
Minority		35		47									103		185
Agricultural & Technical University															
Total	23	19	6	124	85	1	13	61	9	26	9	26	336		738
Minority	23	19	6	121	85	1	13	61	9	25	9	26	229		627
Appalachian State University															
Total	32	18	15	188	33	108	10	80		59	18	44	413		1,018
Minority	0	0	0	0	2	2	0	0		0	0	0	0		4
East Carolina University															
Total	76	34	20	274	157	1	16	7		37	9	57	743		1,431
Minority	2	3	1	23	153	0	1	7		2	9	54	0	5	260
Eastern N.C. School for the Deaf															
Total	3	6	2	5	56	21	2			5	2	2	60		164
Minority	0	0	0	1	12	17	0			0	0	2	0		32
Elizabeth City State Univ.															
Total	10	10	3	44	14	4	6	18		6		9	101		225
Minority	5	7	2	32	14	1	6	16		3		9	87		182

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Fayetteville State Univ.															
Total	6	10	1	31	16		8	6		11	1	10	115		215
Minority	6	10	1	27	16		7	5		11	1	10	91		185
Gov. Morehead School															
Total	10	13	3	10	48	41	1	1		13	10	17	76		243
Minority	2	2	0	1	34	39	0	0		3	6	10	32		129
N.C. Central University															
Total	23	16	7	120	44	44	11	30		19	6	10	383		713
Minority	23	13	7	112	43	39	11	30		19	5	10	193		505
N.C. School of Arts															
Total	10	5	2	19	14		6	10		4	2		94		166
Minority	1	0	0	1	2		0	10		0	2		0		16
N.C. State Univ.															
Total	125	456	48	916	253	47	23	17	85	191	10	145	1,744		4,060
Minority	4	148	0	57	245	36	2	17	58	26	4	133	10		740
Pembroke State University															
Total	10	5	4	51	17	14	4			13		6	126		250
Minority	8	3	3	35	14	0	4			10		6	14		97
School for Deaf															
Total	10	12	3	13	63	34	2	4		12	7	9	101		270
Minority	1	0	0	0	4	19	0	4		0	2	0	0		30
UNC-Asheville															
Total	6	3	1	31	19		5	3		3		5	75		151
Minority	0	0	0	2	8		0	0		0		0	0		10
UNC-Consolidated Offices															
Total	20	3		13				3					13		52
Minority	0	0		1				3					0	1	5
UNC-Chapel Hill*****															
Total	557	1,414	84	2,138	95	242	41	448	1	346	137	296	1,845		7,644
Minority	0	232	0	265	(819	******		)	0	23	50	69	52		1,510
UNC-Charlotte															
Total	21	12	6	101	6	9	9	26		13		6	265		474
Minority	3	1	0	2	3	0	2	25		0		3	0		39

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
UNC-Greensboro															
Total	23	55	9	182	164	10	14	9		28	12	41	642		1,189
Minority	0	6	1	8	142	9	0	9		16	7	13	12		223
UNC-Wilmington															
Total	7	1	2	39	21		6	5		4		5	121		211
Minority	0	0	0	1	18		0	5		0		5	1		30
Western Car. Univ.															
Total	42	17	12	142	87	102	10	2		36	9	31	451		941
Minority	1	5	0	3	37	23	0	0		1	0	0	4		74
Winston-Salem State College															
Total	10	8	3	44	20		6	17		12	6	12	140		278
Minority	8	8	2	44	18		5	16		11	5	10	105		232
HOSPITALS & SANATORIA															
Admn. Office N. C. Sanatorium System															
Total	1			3									3		7
Minority	0			0									0		0
Alcoholic Rehab.Cen. Black Mountain															
Total	17	3	2	11	5	45				3		1	2		89
Minority	1	0	0	0	5	9				0		0	0		15
Alcoholic Rehab.Cen. Butner															
Total	10	4	2	11	1	55		2		1		1	5		92
Minority	1	0	0	0	0	11		2		0		1	0		15
Alcoholic Rehab.Cen. Greenville															
Total	13	4	2	15	1	43		2		2		1	5		88
Minority	1	0	0	1	0	18		2		0		1	0		23
Broughton Hosp.															
Total	126	21	43	93	51	692	5	2	25	67	29	65	13		1,232
Minority	7	0	3	1	11	71	0	0	0	0	0	7	1		101
Caswell Center															
Total	88	363	17	42	4	293	5	10	22	56	27	42	6		975
Minority	1	61	0	0	0	99	3	10	2	6	2	33	0		217

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Cerebral Palsy Hosp.															
Total	14	25	2	5	1	6		1		2	1	3	9		69
Minority	0	12	0	0	1	5		1		0	0	1	0		20
Cherry Hosp.															
Total	135	37	38	95	31	727	3	11	18	65	31	45	17		1,253
Minority	18	15	4	9	12	602	1	11	5	8	14	37	1		737
Conf. Women's Home															
Total	1	5	1			5		2							14
Minority	0	4	0			3		1							8
Dorothea Dix Hosp.															
Total	134	33	44	114	56	694	5	1	19	83	36	43	32		1,294
Minority	5	4	1	5	46	146	0	1	3	0	9	0	8		228
Eastern N.C. San.															
Total	26	110	11	20	21	72	2	49		10	9	2	5		337
Minority	3	72	2	1	7	70	0	49		4	8	2	0		218
Gravely San.															
Total	24	30	6	11	2	15		7		4		1	4		104
Minority	1	21	1	0	2	9		5		0		1	0		40
John Umstead Hosp.															
Total	90	21	57	88	53	543	14	1	29	58	43	39	21		1,057
Minority	4	2	1	3	42	223	0	0	9	6	9	9	0		308
Murdoch Center															
Total	98	390	20	64	5	304	4	25		30	26	9	6		981
Minority	5	100	0	2	2	94	0	25		1	6	6	0		241
N.C. Sanatorium															
Total	39	77	13	18	39	49	1			15	5	4	6		266
Minority	7	53	1	3	37	44	0			7	5	4	0		161
O'Berry Center															
Total	77	51	14	31	256	217	2	5		20	14	3	1		691
Minority	42	30	5	12	192	167	1	3		6	10	2	1		471
Orthopedic Hospital															
Total	13	44	2	21	2	27		1		8		4			122
Minority	1	11	0	0	1	21		0		1		1			36
Western Car.Center															
Total	108	31	21	58	220	285	3	1		24	14	11	10		786
Minority	6	0	0	1	59	29	0	0		4	0	0	0		99

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Western N.C. San.															
Total	27	67	12	19	36	75	2	1		11	5	5	6		266
Minority	4	15	0	0	26	28	0	0		0	0	1	0		74
Wright Sch.N.C. Rehab. Center															
Total	13	1	1	3	1	2		2		1		1	12		37
Minority	0	0	0	2	1	2		2		1		1	4		13

* Does not include personnel who are attached to the National Guard.

** Includes Department of Public Instruction and Department of Community Colleges. Exclusive of secondary school teachers.

*** Does not include prisoners who are attached to the Highway Commission.

**** Includes Juvenile Evaluation and Treatment Center, Eastern Carolina Training School, New School, Samarcand Manor, Morrison Training School, Stonewall Jackson Training School, Leonard Training School, and Dobbs Farm.

***** Includes the University, Division of Health Affairs, Memorial Hospital, and the Psychiatric Center.

****** All service categories combined.

BROOKS HAYS, CHAIRMAN
FRED L. COOPER, DIRECTOR

State of North Carolina
Good Neighbor Council

ROBERT W. SCOTT, GOVERNOR

P. O. Box 12525
Raleigh, North Carolina
(919) 829-3354

January 27, 1971

MEMORANDUM

TO: All Heads of State Departments, Agencies, and Institutions

In keeping with the continued interest and concern by key officials in State Government over expanding equal opportunity in state hiring, Governor Robert W. Scott urges all department heads to cooperate with the North Carolina Good Neighbor Council in its fourth biennial survey of employment. These surveys are conducted pursuant to the General Assembly's mandate to the Council (N. C. General Statutes 143.419).

The Council is interested in reporting the amount of progress made over the last two years throughout State Government. Attached to this memo is a brief questionnaire concerning the employment picture of your agency. We are pleased to note that in past surveys, the Council has received 100 percent cooperation from all agencies in this important undertaking.

Your prompt attention in this matter will be appreciated. Please return the completed questionnaire to the address indicated above, if at all possible, by February 26, 1971. If you have any questions or comments concerning the nature of this survey, please feel free to contact me.

Your cooperation is gratefully appreciated.

Very truly yours,

Fred L. Cooper

Fred L. Cooper
Director

FLC:fm

Attachment

QUESTIONNAIRE ON EMPLOYMENT PRACTICES OF STATE GOVERNMENT

Prepared by the N. C. Good Neighbor Council

Name of Agency: _____

Location of Central Office: _____

In line with Governor Scott's continued concern about equal opportunity in State Government agencies, the North Carolina Good Neighbor Council is conducting its fourth biennial survey of employment. We are pleased that in the past, agencies have cooperated 100 percent with this survey; in addition, many agencies throughout the State have reported encouraging trends in employment opportunity. We hope that the results of this survey will indicate comparable progress during the past years.

On the following pages are several questions concerning employment practices in your agency. Please answer the questions briefly but as specifically as possible. Indicate your answers which are approximate.

Please return the questionnaire not later than February 26, 1971, to the North Carolina Good Neighbor Council, P. O. Box 12525, Raleigh, N. C. 27605. If you have any questions, please feel free to write or call Fred L. Cooper at the above address. (Telephone: 829-3354)

Thank you for your assistance.

1. In the space below or on a separate sheet, please indicate: (A) the positions (job classifications) held by all Non-Whites employed full-time by your agency as of January 1, 1971; (B) the number of Non-White males in each position; (C) the number of Non-White females in each position; (D) the total number of Non-Whites in each position (i.e., number of males added to number of females); (E) the number of Non-Whites in each position located in predominantly Non-White units of offices. A sample is provided for one position.

(A) Positions held by Non-Whites in agency	(B) Number of Non-White males in position	(C) Number of Non-White females in position	(D) Total Number of Non-Whites in Position (B&C)	(E) Total number of Non-Whites in position located in predominantly Non-White offices
Sample:				
Librarian II	3	3	6	0
Clerk I		1	1	0
Total:				

2. The Good Neighbor Council is particularly interested in understanding the trends in total employment of Non-Whites by state agencies in the past years. Listed below are the results for your agency of a survey made by the Council in the summer of 1968:

	Total Employment in agency	Full-Time Non-Whites Employment in agency
a. Professional occupations		
b. Semi-professional occupations		
c. Managerial, office occupations		
d. Clerical and kindred occupations		
e. Domestic service occupation		
f. Personal service occupation		
g. Protective service occupation		
h. Building service worker, porter		
i. Protective service occupations		
j. Skilled occupations		
k. Semiskilled occupations		
l. Unskilled occupations		
Nonclassified		
Uncertain classification		
TOTAL		

Comparing the 1968 results with the present status of Non-Whites employment in your agency, how would you explain any changes which have occurred?

For instance, if the percentage of Non-Whites has increased, especially in the non-traditional job, has your agency found a better means of locating qualified Non-Whites? Followed a more aggressive hiring policy? Discovered less resistance among other employees of the agency? Other?

If the percentage of Non-Whites has decreased, or failed to change, has your agency found increasing difficulty in locating qualified Non-Whites? More difficulty in competing with private industry? Other?

3. What have been the chief difficulties which your agency has encountered in the employment of Non-Whites in non-traditional jobs?

4. Please indicate the number of PART-TIME employees in your agency:

Whites_____ Non-Whites_____ Total_____

5. Please indicate the number of employees of your agency who are located in units or offices in Raleigh:

Whites_____ Non-Whites_____ Total_____

6. Any indication of positions now open or becoming available soon would be appreciated:

Please sign below so that we may know whom to contact should we need clarification of the information above. Thank you once again for your generous assistance.

Name:_____

Title:_____

Date:_____

Phone:_____